

Cummington Police Department Future Operations

Overview

- Brief History
 - How We Got Here
- Department Operations
- Training Mandates
- Police Reform Act 2020
- Cost
- Discussion

Policing History

Cummington Police Department
formed from Town Constables

1940s

Training continues to increase

- 140 Hour Reserve Intermittent Program
- Officers continue in part time/on call fashion

1990s

Police Reform Act signed
bringing sweeping change to
policing in Massachusetts

2020

1980s

Training becomes more
formalized – Brown Book
Requirements

- Officers work in on call/part time capacity

2000's

Training Hours continue to
increase for Reserve
Intermittent program – (455
Hours)

2021

Reserve Intermittent Program
Cease existence – Ending Part
Time Police Training

What Does the Police Department Do?

Responds to Emergency Calls For Service

- Motor Vehicle Crashes
- Motor Vehicle Complaints
- Domestic Disturbances
- 911 Initiated Unknown Calls
- Neighbor Disputes
- Psychiatric Emergencies
- Check Welfare
- Burglar Alarms

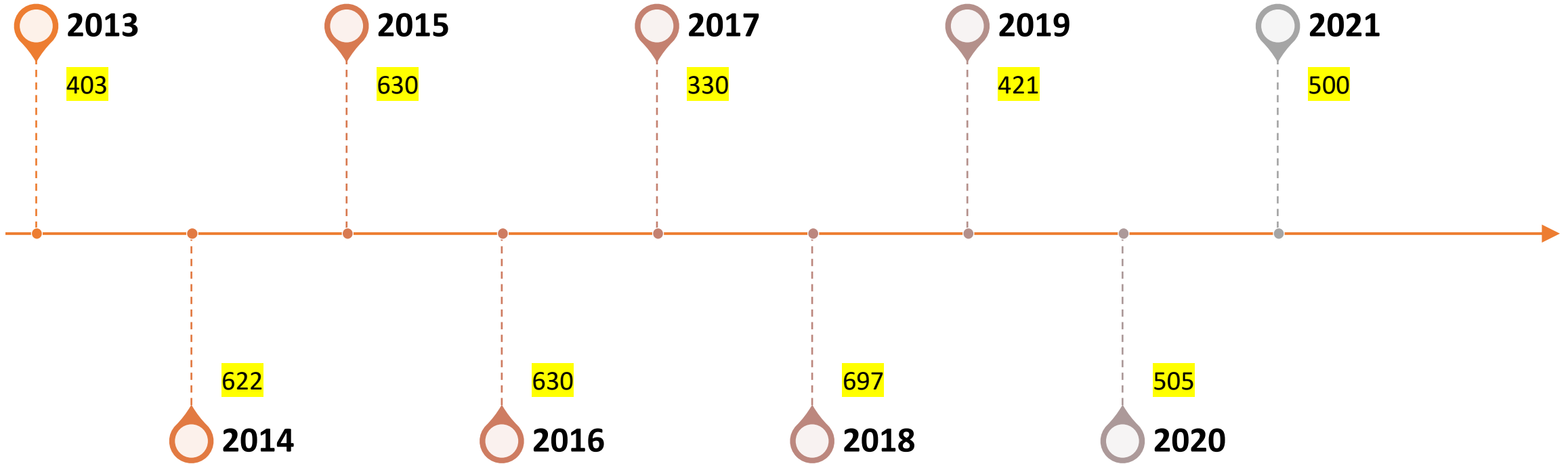
Responds to Non-Emergency Calls For Service

- Parking Complaints
- Disabled Motor Vehicles
- Past Property Damage Incidents

Administrative Functions

- Report Writing
- Firearms Licensing
- Fingerprinting
- Policy Updates and Compliance

Calls For Service By Year



Current Department Staffing

- All Part Time Operation
 - 4 Officers
 - Police Chief
 - 2 Patrol Officers
 - 1 Reserve Officer
- Police Chief & Patrol Officers all have full time jobs in addition to police responsibilities
- Officers primarily operate in on call fashion, with some patrol hours budgeted.
- If call for service is requested and no Cummington officer is available, State Police based in Northampton respond

**** We are still utilizing the same business model from the 1980s / 1990s****

How Did We Get Here?

- December 31st, 2020
 - Governor Charlie Baker signs -“An Act Relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth.” – *Commonly referred to as the ‘Police Reform Act’*
- *Sets standards for:*
 - *Police Officer Credentialing/Certification*
 - *Police Officer Training*
 - *Police Department Certification / Accreditation*
 - *Police Department Operating Standards*
 - *E.g., Use of Body Worn Cameras*

Immediate Training Requirements

For CURRENT Part Time Officers as of December 2020

- Completion of 200 Hour 'Bridge Training Program'
- Training is designed to 'Bridge' training gap for CURRENT part time police officers
- 3 Weeks (40 Hours per week) In Person
 - Emergency Vehicle Operations
 - Firearms Qualifications
 - Defensive Tactics
- 160 Hours Various On-Line Courses
- Must Complete Series of Tests for Certification
- Compete 120 Hours of annual In-Service Training

****ANY NEW OFFICERS HIRED WILL BE REQUIRED TO COMPLETE A FULL TIME POLICE ACADEMY (800 Hours) to attain certification ****

Annual Officer Training Requirements

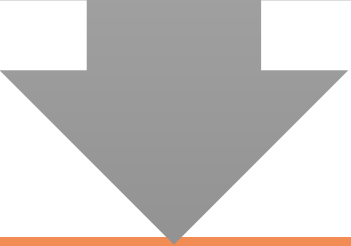
90 Hours

- 40 Hours – Classroom
 - Legal Update & Other Topics Prescribed by Massachusetts Police Training Committee
- 16 Hours – Firearms Qualification
- 10 Hours - Use of Force Review
- 24 Hours – First Aid / CPR Certification

Police Chief is required to attend additional 24 Hour annual executive leadership conference annually

Police Certification

Officers must complete all required in-service training during the 365-day fiscal calendar (July 1 – June 30th)



Officers will be required to submit to the Police Office Standards & Training Commission (POST-C) every three years for recertification

Failure to complete training in a given year, will result in officer being decertified.

Current Budget

\$14,000 – Operating Expenses

\$30,000 – Police Chief Salary

- On Call 24/7
- Answers Emergency & Non-Emergency Calls for Service
- Performs most administrative functions for department

\$20,000 – Officer Salaries

- 2 officers 10 hours schedule weekly (when able)

\$7,000 – Police Training

- Training Expenses for All Department Officers

TOTAL DEPARTMENT BUDGET: \$73,000

Next Steps

- In order remain with current industry standards, the necessary next step is to hire a full-time (40 hours a week) patrol officer for the Town of Cummington.
- Hiring a full-time patrol officer would compliment the cadre of part time / on call officers, allowing police officer coverage almost 7 days a week, which is a key goal.
- Hiring a full-time patrol officer would position the town to reduce its reliance on part time / on call officers as they are phased out through attrition.
- Hiring a full-time patrol officer would allow for assistance with administrative functions which mostly fall on the police chief currently

Proposed FY 2024 Budget

\$14,000 – Operating Expenses

\$30,000 – Police Chief Salary

- On Call 24/7
- Answers Emergency & Non-Emergency Calls for Service
- Performs most administrative functions for department

\$20,000 – Officer Salaries

- 2 officers 10 hours schedule weekly (when able)

\$7,000 – Police Training

- Training Expenses for All Department Officers

\$60,000 – Full Time Patrol Officer Salary

\$133,000 – Total Proposed FY 2024 Budget

-DISCUSSION

Questions,
Comments,
Suggestions?

Thank You For Your Time

